

ABSTRACT

Every organization needs to realize that the inside knowledge should be used efficiently and effectively, and also should get support from knowledge culture. The purpose of the writing is the development of knowledge management based on talent management to support the existence of knowledge culture. The method used is through survey, interview, direct observation and literature study. Survey and interview had been done in Talent Management BINUS University, especially in Learning and Department (L&D) unit. The direct observation is through key performance indicator of lecturers. The literature study is through exploring scientific journals, especially related to the topic of knowledge management through website. The result is that it could be concluded in strategy of policy and award rewarded used to approach knowledge management development in supporting knowledge culture.

Keywords: *knowledge culture, talent management, management knowledge*

ABSTRAK

Setiap organisasi harus menyadari bahwa knowledge yang dimiliki di dalam perusahaan harus dapat dimanfaatkan secara efisien dan efektif dan juga harus dapat mendukung knowledge culture. Tujuan dari penulisan ini adalah mengembangkan knowledge management yang berbasis talent management guna mendukung tercipta knowledge culture. Metode yang digunakan survei, wawancara, pengamatan secara langsung dan studi literatur. Survei dan wawancara dilakukan di bagian Talent Management BINUS University khususnya unit Learning and Development (L&D), Performance and Career Management (PCM), dan Employee Communication. Pengamatan langsung dilakukan khusus pada key performance indicator dosen. Studi literatur dilakukan dengan cara penelusuran jurnal-jurnal ilmiah khususnya knowledge management yang berhubungan dengan topik melalui web. Simpulan yang dapat ditarik strategi dalam bentuk kebijakan dan pemberian award dapat digunakan sebagai cara untuk pendekatan pengembangan knowledge management mendukung knowledge culture.

Kata kunci: *knowledge culture, talent management, management knowledge*